

Vacancy Announcement

Announcement #	438-10150	Position	READJUSTMENT COUNSELING THERAPIST		
PayPlan	GS	Series	0101		
TargetGrade	11	Target PD		Pay Range	\$57,408-\$74,628
Dev Grade		Dev PD		Dev Pay Range	
1st Dev Grade		1st Dev PD		1st Dev Pay Range	
Opens	05/12/10	Closes	06/02/10	Openings	1
Tour of Duty, etc	Monday - Friday				
Special Comments	This position is also open to (area of consideration) United States citizens at www.usajobs.gov under vacancy announcement VG-10-ENJ-343835-RCV.				
Service	Readjustment Counseling Service				
Section	Vet Center, Sioux Falls, SD				
Area/Consideration	Current employees, veterans and status applicants				
Duty Site	Sioux Falls, SD				
Major Duties	<p>As Readjustment Counseling Therapist, the employee:</p> <ul style="list-style-type: none"> • Provides a broad range of psycho-social services to combat veterans and their family members to assist them in their readjustment to civilian life. • Provides services to eligible veterans and their family members in "storefront" counseling centers located in their communities through the Vet Center program which provides the full range of readjustment counseling services to combat veterans of all eras, veterans sexually traumatized while on active duty, and families of service members killed on active duty. • Provides services available to all eligible veterans' family members for issues related to the veteran's military service. • Establishes and maintains an outreach program to assist those eligible veterans who have failed to make adequate psychosocial adjustment and re-entry into civilian life. • Serves as the Readjustment Counseling Therapist (Family Counselor) who is a member of a multi-disciplinary Vet Center 				

team and coordinates family services in the Vet Center.

- Conducts interviews and counseling with clients and families and provides assessment and treatment to clients and their families.
- Provides counseling interventions which include crisis intervention and both short and long-term services.
- Refers clients to other programs and professionals, as needed and provides consultation to other team members conducting interviews, counseling and therapy.
- Refers cases requiring outpatient or inpatient treatment to the VA Medical Center or Outpatient Clinic.
- Participates in conjoint emergency treatment with medical facility mental health personnel.
- Performs specific clinical/therapeutic tasks which include, but are not limited to: conducting family readjustment assessments; conducting social/psychological assessments; and independently providing highly skilled readjustment counseling services to clients and their families with difficult and complex problems of social, emotional and vocational adjustment.
- Organizes counseling groups and functions as facilitator or therapist for family counseling groups.
- Assists clients with applications for veterans' benefits and as needed during the treatment process, helps clients complete and channel VA documents and forms.
- Conducts client follow-up by telephone and/or mail.
- Serves as a consultant to professional nurses, clinical social workers, psychologists, physicians and staff at the support facility.
- Utilizes extensive knowledge and skill in the treatment of families of combat veterans and plays a key role in the total mental health program.
- Develops and maintains appropriate family referral sources.
- Refers veterans and family members to appropriate resource persons and agencies.
- Serves on occasions, as an alternate technical representative for the fee/contracts program. Performs duties in this capacity which includes Contracting Officer Alternate Technical Representative of review panel, liaison with service providers, and certification of clients for the program and case management of the referrals.
- Establishes and maintains liaison with all existing community health-care agencies, both public and private.
- Performs duties in public relations and public education with widely divergent groups and specific community/media activities.
- Develops and maintains cooperative working relations with staffs at the support facility and other VA facilities.

- Serves as liaison to support facility.
- Conducts outreach activities with veterans, and veteran's families, community and service organizations, business and industry, professionals and the public.
- Takes an active role in ascertaining community needs and takes leadership to meet these needs through contacts with leadership staff in community mental health clinics and other public and private agencies.
- Develops working relationships with leaders of city, county and state health care and social welfare delivery systems in order to correlate and integrate outreach, service and referral functions with existing resources.
- Provides community education on topics related to combat veterans for public, professional groups, and veterans groups and media.
- Performs other related duties as assigned

Time In Grade

Qualifications

Basic Education Requirements

Degree: behavioral or social science; or related disciplines appropriate to the position.

OR

Combination of education and experience -- that provided the applicant with knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.

OR

Four years of appropriate experience that demonstrated that the applicant has acquired knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.

Additional Qualification Requirements

In addition to meeting one of the education requirements described above, applicant must also possess the specialized experience as described below.

At least one (1) year of specialized experience equivalent to at least the next lower level in Federal service. Specialized experience may include, but is not limited to: providing therapy and clinical counseling to clients with psychological and social problems exemplified by, guilt, intrusive thoughts, aggression, lack of assertiveness, or stress related disorders; providing short-term, medium-term and long-term counseling treatment to individuals, groups and family members; developing comprehensive treatment plans; conducting social and psychological assessments; providing intensive group counseling and substance abuse therapy; providing crisis intervention; functioning as a member of a multi-disciplinary

team to establish goals and objectives of treatment; developing and maintaining community resources and referral directories; establishing and maintaining liaison with community health care agencies; providing outreach services to clients and their families; selecting and implementing treatment plan methods; documenting and maintaining case files; exercising various counseling methods to treat bereaved, post traumatic and sexual traumatized clients, etc. A full year of work is considered to be 35-40 hours of work per week. Part-time experience will be credited on the basis of time actually spent in appropriate activities. Applicants wishing to receive credit for such experience must indicate clearly the nature of their duties and responsibilities in each position and the number of hours a week spent in such employment.

APPLICANTS PLEASE NOTE: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement). Therefore, applicants must report attendance and/or degrees from only these schools. Applicants can verify accreditation at the following website: www.ed.gov/admins/finaid/accred/index.html . All education claimed by applicants will be verified by the appointing agency accordingly.

Foreign Education: To receive credit for education completed outside the United States, you must show proof that the education has been submitted to a private organization that specializes in the interpretation of foreign educational credentials and such education has been deemed at least equivalent to that gained in conventional U.S. education programs.

REQUIREMENTS (Failure to comply may be grounds for withdrawal of an offer of employment, or dismissal after appointment):

- Applicants must meet any physical, language, license or degree requirements.
- Applicants must be citizens of the United States.
- Applicants tentatively selected for certain designated positions may be subject to a random drug screening for illegal drug use. Applicants who refuse to be tested will be denied employment.
- New Appointees may be subject to a probationary period.
- New Appointees will be subject to a background investigation to determine suitability.
- An OF-306, Declaration for Federal Employment (version

dated January 2001), must be submitted prior to appointment. This form is available at www.opm.gov/forms/pdf_fill/of0306.pdf.

Rating Factors

Please write a response to the following Rating Factors (SF1 and SF2) and Quality Ranking Factors (QRF1, QRF2, and QRF3).

Selective Factors are skills, knowledges or other worker characteristics basic to - and essential for - satisfactory performance of the job and are a prerequisite to appointment. Selective factors represent minimum requirements for a position, and applicants who do not meet it are ineligible for further consideration.

SF1: Skill in dealing with various client populations including psychiatric, substance abuse, clients involved in legal difficulties and other populations in need of readjustment services.

SF2: Skill in providing family counseling services, which includes, but not limited to, eliciting necessary information, developing psychosocial assessments, formulating of treatment objectives and goals and selecting the most effective treatment methods(s).

Quality Ranking Factors are skills, knowledge, abilities, or other worker characteristics which could be expected to result in superior performance on the job. Quality ranking factors will not be used for screening, but may be used as ranking criteria. Applicants with higher proficiency levels may rank above those with lower proficiency levels on a quality ranking factor.

QRF1: Skill in providing clinical services to combat veterans with Post-Traumatic Stress Disorder and their family members.

QRF2: Skill in providing psychosocial and readjustment counseling services to veterans and the families of veterans who were in the WWII, Korea, Vietnam War, Lebanon, Grenada, and Panama conflicts, and Persian Gulf War.

QRF3: Knowledge of pertinent laws, regulations and policies relating to counseling and rehabilitation, as well as experience in working within a multi-disciplinary setting with other professionals.

Application Process Current Sioux Falls VAMC Employees

- Complete and current OF-612, "Optional Application for Federal Employment" or resume.
- Copy of latest performance evaluation
- Responses to Rating Factor (KSAO) listed above, addressed individually on plain sheet of paper or VA 4676a "Employee Supplemental Qualifications Statement". Failure to provide this information will deem the applicant ineligible for consideration for the position.

External Applicants must submit an application package consisting of:

- Complete and current OF-612, "Optional Application for Federal Employment" or resume. If you are submitting a resume, it must include the following information:
 - A. Announcement Number, Position Title, Pay Plan, Occupational Series and Grade.
 - B. Full legal name and complete mailing address
 - C. Daytime, as well as evening telephone numbers, including area code.
 - D. Country of Citizenship
 - E. Social Security Number
 - F. For experiences most relevant to the position, include name and address of employer, job title, starting and ending dates (month and year), average hours worked per week, supervisor's name and telephone number, and a description of your duties. If the position is (was) with the Federal government, state the series and grade or pay level. Indicate if we may contact your current supervisor.
 - G. Highest Federal Civilian grade held, along with the position title, occupational series and dates held.
 - H. For all colleges/universities attended, provide name, location and dates of attendance. Specify type and date of degree awarded, if any.
 - I. Description of training, honors, awards, recognition, license or certification relevant to the position.
- OF 306, "Declaration for Federal Employment. You must complete this form to determine your acceptability for Federal employment.
- Copy of latest performance evaluation
- SF-50 "Notification of Personnel Action" - Attention all previous and current Federal Status Eligible Candidates and

any Veteran who received a career conditional/career appointment based on the Veteran Employment Opportunity Act (VEOA), must provide their last or most recent appointment/promotion SF-50, 'Notification of Personnel Action' which indicates proof of competitive status.

- Responses to Rating Factor (KSAO) listed above, addressed individually on plain sheet of paper or VA 4676a "Employee Supplemental Qualifications Statement". Failure to provide this information will deem the applicant ineligible for consideration for the position.
- If a veteran: Veterans Preference eligible's, including VRA 30% disabled, must submit a legible copy of ALL DD-214's showing all dates of service as well as character of service (honorable, general, ect.). Note: More than one DD-214 may be needed to show all dates of service. You will be given preference based on the information you submit with your application. Failure to provide this information will deem the applicant.
- Disabled veterans and other veterans eligible for 10-point preference must also submit an SF-15 with current proof of a service-connected disability. 10-point preference will only be given when proper documentation is submitted.
- References: Provide name, address, phone and relationship for three to four references.

Each position that you apply for requires a separate application with the Vacancy Announcement for the position for which you are applying printed clearly on the application. These forms may be obtained through the Human Resources Office or from www.sioxfalls.va.gov.

Application packages are to be submitted to and received in the VA Medical Center, Human Resources Office, 2501 W. 22nd St., Sioux Falls, SD 57105 not later than the closing date.

For additional information contact Coleen Wright, (605) 333-6852 or Coleen.Wright@va.gov.

EQUAL EMPLOYMENT: Applicants will receive consideration without regard to race, color, sex, religion, partisan political affiliation, national origin, age, physical or mental handicap.

SECURITY: Appointments in the Federal Government are

subject to a criminal background investigation.

CONDITION OF EMPLOYMENT: Direct Deposit/Electronic Funds Transfer (DD/EFT) has been established for new civilian employees and employees competitively selected for promotions and reassignments. Employees meeting this definition must enroll in DD/EFT or request a waiver of enrollment. Information will be provided when the job offer is made and during in processing.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and/or hiring process, please notify the agency. A decision for granting reasonable accommodation will be on a case-by-case basis.